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Building Fair and Productive Workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate** is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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Wage Settlements

Covering 500 or More Employees

November 2007

Major collective bargaining settlements in November 2007 provided base-rate wage adjustments averaging 4.3% annually over the contract term. The results are based on a review of 8 settlements and cover 4,620 employees.

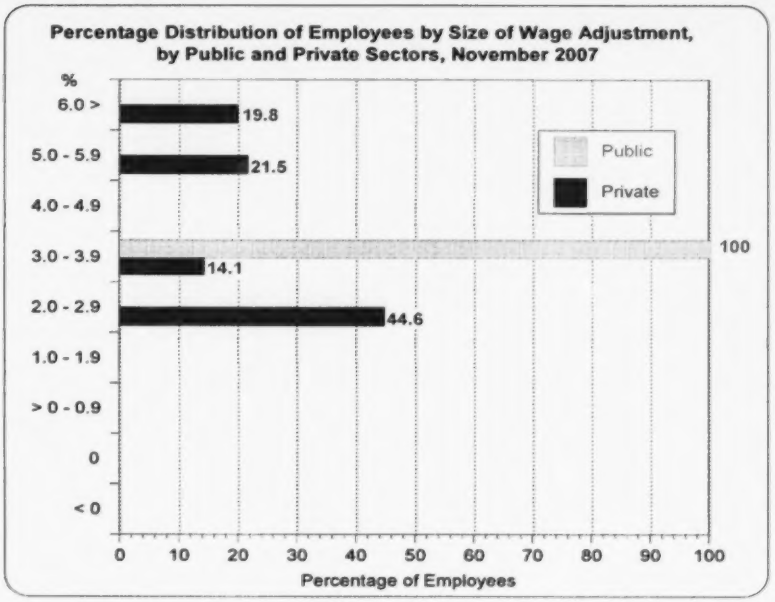
When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.4%, a much lower rate than in their current settlements. Contract duration in November 2007 averaged 44.4 months, compared to 39.8 months in the previous round of settlements.

The public-sector figure in November is based on 2 agreements providing 1,080 employees with wage adjustments averaging 3.3%. The private sector figure is based on 6 agreements providing 3,540 employees with wage adjustments averaging 4.5%. There were 2 private-sector agreements with a relatively high average wage adjustment this month: Shannahan's Investigation & Security Limited in the federal jurisdiction providing 700 employees with wage gains averaging 8.8%, and ATCO Electric in Alberta providing 760 employees with wage increases averaging 5.5%. These 2 agreements accounted for 31.6% of the total employee coverage in November settlements. Excluding these 2 agreements, the remaining major settlements in both sectors averaged 3.0%.

Canada

Just over 34% of employees covered in November settlements received adjustments in the 2.0 to 2.9% range; an additional 34% received wage adjustments in the 3.0 to 3.9% range and 31.7% of employees received adjustments of 5.0% and over.

Wage adjustments in base rates for the first 11 months of 2007 (January through November) averaged 3.3%: wage adjustments in the public sector for the same period averaged 3.4% and in the private sector, 3.1%.



Average Annual Percentage Wage Adjustments by Month

	2007		
	September	October	November
Sectors			
Public Sector	4.5	3.8	3.3
Private Sector	4.8	2.5	4.5
All Industries/Jurisdictions			
Average Annual Adjustment	4.6	3.4	4.3
Non-COLA	4.6	3.4	4.3
COLA	-	1.3	3.7
First-Year Adjustment	4.9	3.5	4.1
Non-COLA	4.9	3.5	4.3
COLA	-	0.7	2.5

	2007		
	September	**October**	**November**
Industries			
Utilities	4.4	-	4.4
Construction	5.3	2.9	3.1
Manufacturing	2.1	2.2	2.6
Wholesale and Retail Trade	1.9	-	-
Transportation	-	3.0	3.0
Information and Culture	-	3.1	-
Finance and Professional Services	-	2.7	8.8
Education, Health and Social Services	3.9	3.9	-
Entertainment and Hospitality	4.1	2.5	-
Public Administration	4.7	3.5	3.7
Jurisdictions			
Newfoundland and Labrador	-	1.5	-
Nova Scotia	-	2.9	-
Quebec	-	2.5	3.7
Ontario	3.3	1.3	3.0
Manitoba	-	3.5	-
Saskatchewan	4.0	4.2	-
Alberta	5.0	5.0	5.5
British Columbia	4.0	3.0	2.6
Multiprovince	-	2.9	-
Federal Jurisdiction	-	2.7	8.8

Average Annual Percentage Wage Adjustments by Quarter

	2006	2007		
	4th	1st	2nd	3rd
Sectors				
Public Sector	2.9	3.3	3.0	4.1
Private Sector	1.4	2.6	3.0	3.7
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	3.1	3.0	3.9
Non-COLA	2.2	3.1	3.1	3.7
COLA	2.6	2.0	2.6	4.6
First-Year Adjustment	2.3	2.8	4.1	4.0
Non-COLA	2.2	2.9	4.3	3.8
COLA	2.8	1.8	2.5	4.5
Industries				
Primary Industries	3.0	3.2	3.2	5.7
Utilities	3.6	3.1	4.0	4.2
Construction	4.3	2.9	3.2	3.9
Manufacturing	2.1	0.7	2.0	4.0
Wholesale and Retail Trade	1.1	1.4	2.0	1.9
Transportation	2.9	3.2	2.6	2.9
Information and Culture	1.2	1.6	3.8	2.0
Finance and Professional Services	2.5	2.0	3.9	2.3
Education, Health and Social Services	2.9	3.1	3.1	4.6
Entertainment and Hospitality	2.8	2.6	3.0	3.5
Public Administration	2.8	4.0	3.1	3.8

	2006	2007		
	4th	1st	2nd	3rd
Jurisdictions				
Newfoundland and Labrador	1.9	-	0.5	-
Prince Edward Island	2.1	2.9	2.8	-
Nova Scotia	2.9	1.8	3.7	2.9
New Brunswick	3.5	2.9	2.0	-
Quebec	2.8	2.9	3.2	2.1
Ontario	1.4	2.9	2.9	3.2
Manitoba	2.6	2.7	3.0	3.1
Saskatchewan	2.0	4.0	4.2	4.0
Alberta	3.8	3.5	4.4	5.1
British Columbia	3.4	2.3	2.9	3.3
Territories	-	-	3.0	-
Multiprovince	4.7	6.6	-	3.6
Federal Jurisdiction	2.2	2.8	2.7	2.6

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.4
Private Sector	2.3	2.4	2.2	3.1
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.3
Non-COLA	1.7	2.3	2.5	3.3
COLA	2.9	2.5	2.6	3.2

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	3.9
COLA	2.7	2.6	2.7	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.0	2.6	2.3	3.8
Construction	2.7	2.5	3.6	3.3
Manufacturing	2.4	2.5	2.1	2.2
Wholesale and Retail Trade	1.4	1.9	1.1	1.9
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	1.6	2.3	2.5	3.6
Education, Health and Social Services	0.8	2.1	2.5	3.5
Entertainment and Hospitality	2.7	1.9	2.9	3.3
Public Administration	2.5	2.4	2.8	3.7
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.7
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.2	3.0
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	3.0
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.1
Alberta	3.1	3.0	3.4	4.9
British Columbia	-1.6	0.5	2.5	3.0

	2004	2005	2006	2007
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.8	3.5
Federal Jurisdiction	1.6	2.6	2.3	2.7

***Note**: Data for 2007 cover the months of January through November.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1987

Year	Public	Private	Both Sectors
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8

Year	Public	Private	Both Sectors
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3

***Note**: Data for 2007 cover the months of January through November.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 325kb).

Major Settlements Reached in November 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
ATCO Electric province-wide, Alberta Canadian Energy Workers' Association (Independent-local) linemen	760	5.5	24.0	Dec 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Terasen Gas Inc. province-wide, British Columbia Canadian Office and Professional Employees Union (CLC) office employees; technical employees	500	2.8	60.0	Mar 31, 2012
2 agreements	**1,260**	**4.4**	**38.3**	
Construction				
Hand Association of Sewer, Watermain and Road Contractors Hamilton, Ontario; Brantford, Ontario; Niagara, Ontario; and Simcoe, Ontario Laborers' International Union of North America (CtW) labourers	500	3.1	48.0	Dec 31, 2011
1 agreement	**500**	**3.1**	**48.0**	
Manufacturing				
International Forest Products Limited Lower Mainland, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mill employees	500	2.3	36.0	Jun 14, 2010
Quality Meat Packers Limited Toronto, Ontario; and Brampton, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	580	2.8	36.0	Oct 31, 2010
2 agreements	**1,080**	**2.6**	**36.0**	
Transportation				
City of Hamilton, Hamilton Street Railway Company Hamilton, Ontario Amalgamated Transit Union (AFL-CIO/CLC) operating employees; administrative services employees	580	3.0	48.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
1 agreement	**580**	**3.0**	**48.0**	
Finance and Professional Services				
Shannahan's Investigation & Security Limited province-wide, Newfoundland and Labrador; province-wide, Prince Edward Island; province-wide, New Brunswick; and province-wide excluding Halifax, Nova Scotia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) security employees	700	8.8	60.0	Mar 31, 2012
1 agreement	**700**	**8.8**	**60.0**	
Public Administration				
City of Laval Laval, Quebec Canadian Union of Public Employees (CLC) outside employees	500	3.7*	48.0	Feb 01, 2010
1 agreement	**500**	**3.7**	**48.0**	
Agreements with COLA - 1 agreement	**500**	**3.7**	**48.0**	
Agreements without COLA - 7 agreements	**4,120**	**4.3**	**43.9**	
All Agreements - 8 agreements	**4,620**	**4.3**	**44.4**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/CO/B	Mar 06–Jan 08
Canada Revenue Agency	PSAC/PIPSC	9,490	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council of Canada	PIPSC	1,680	B	Jul 07
Private Sector				
Purolator Courier Limited	Teamsters	8,500	B	Dec 07
Canadian Pacific Railway	Teamsters/ CAW Canada	6,700	PCB/B	Dec 06
Bell Canada (Ont. and Que.)	CEP	6,260	CO	Nov 07
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
Canadian National Railways	Steelworkers	3,630	TENT	Dec 07
MTS Allstream Inc. (Man.)	TEAM/CEP/ IBEW	3,400	MED/B	Feb/Dec 07/ Jan 08
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	B	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions/ CUPE/FTQ	17,670	B/TENT	Dec 06
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	CUPE	6,290	B/WS	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Société de transport de Montréal	CUPE/CSN	6,250	MED/B	Jan 07
City of Winnipeg	CUPE/ Firefighters	6,130	B	Dec 07
City of Québec	Various unions	4,530	B	Dec 06
Nova Scotia Association of Health Organizations (representing 10 employers)	Nurses	4,000	B	Oct 06
Capital District Health Authority	NSGEU	3,400	B/CO	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
GO Transit (Ont.)	ATU	910	B/TENT	Jun 07
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
New Brunswick Power	IBEW	700	B	Dec 07
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	TENT	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	MED	Mar 07
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	B	Jan 08
Toronto Star Newspapers Ltd.	CEP	900	CO	Dec 07

* ARB - Arbitration
B - Bargaining
B/WS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
M/WS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations			
Employer	**Union**	**Employees**	**Expiry Month**
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
Government of New Brunswick	Teachers	7,280	Feb 08
Government of New Brunswick	Nurses	4,390	Dec 07
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council of Canada	RCEA/PIPSC	1,130	Mar/Dec 07
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
Marine Atlantic	CAW Canada	780	Dec 07

Major Work Stoppages

involving 500 or more employees from **December 14, 2007 to January 3, 2008.**

There are no major work stoppages to report during this period.

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Collective Agreement Expiries and Reopeners

The calendars of expiries and reopeners for 2008, covering 500 or more employees, are now available on the Web site at Calendars of Expiries and Reopeners.

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

Feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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